Half an Hour Discussion arising of out Replies to *QUESTION NO. 455 ABOUT AFFARS AT THE MISL BHADRAVATHI

† SRI ABDUL KHUDDUS ANWAR —While answering the questions No. 455 on the other day, the Minister for Industries was pleased to answer as if everything is alright in the M. I S L Bhadravathi. Further the Government has furnished a statement regarding this matter running about 5 pages. Even now, *i.e*, after furnishing the statement to me, I cannot understand what the position is with regard to this matter. I do not understand from the Statement whether there are vacancies to be filled up. Some of the Government Orders were is ued in 1971 regarding filling up the vacancies in some proportions. The instructions of the Government Order are not kept up even to-day particularly in the case of Scheduled Castes and Scheduled Tribes and backward classes. Last year 26 Shift Engineers were recruited. Contrary to the procedure prescribed in the Government Order people were recruited. Not a single Scheduled caste or Scheduled Tribes man was recruitrd. I want to know why it has not been done according to the instructions of the Government Order. There were competent Engineers in our State to be filled up. Some of the vacancies were filled up by recruiting the persons from outside. I want to know, were not the Engineers available in Karnataka ? There were I class boys available in the State. 17 people were taken from outside the State and only a few people were taken from among the people available in the State. The procedure laid down in the Government Order should as far as possible be follwed and efficiency in the administration is kept up. The interests of the Scheduled Castes and Scheduled Tribes were not properly protected. To recruit the contract labour, there are clear instructione to constitute a Committee to appoint and fix up the work loads This Committee will have to be constituted by the State Government. Receatly 14 people were recruited out of which not even 2 per cent of the candidates recruited belonged to Scheduled Castes and Scheduled Tribes. The people recruited were from R. S S. Unless you form the Committee to look into all these anamolies, such things will go on uninterruptedly. The appointment of contract labour, *i.e.*, about people, should go through the process of this Committee. The Vice Presidentship of the Mines Association is held by a person who is not competent to hold that post. The Labour Department is of the openion that this man is not competent to hold that office and a notice has been issued to that effect. This man is trying to infiltrate into the Association. He is trying to instigate the workers to get his objectives achieved. This matter has to be

investigated. In the appointment of Shift Engineers only 26 people were appointed and 14 people were left out. The people appointed belong to one section of the Society and they have been asked to pay one Month's salary to R. S. S. I suggest unless that this appointment is so be regularised and approved and by the Employment Exchange, these people should not be entertained. When the Scheduled Castes and Scheduled Tribes Committee of the Legislature came to Bhadravathi, this fact was brought to the notice of the Committee. The concerned people were called and enquired. The real fact came to surface. There are people who working in the lower cadre as Assistant Foreman, Shift Engineers, Chairmen and other categories. Instead of advertising and getting the people from the same factory from the lower cadre appointed to higher posts, outside people were taken When even the watch and ward vacancies are being advertised at the cost of thousands of rupees, why these vacancies were not advertised is not understood. Injustice has been done to the Scheduled Castes and Scheduled Tribes candidates in spite of instructions. Such irregularities will have to be rectified the Government should see that the men who are at the helm of affars, i e , the Managing Director, etc., should be punished. He is the man who is doing this nuisance and this involves breach of privilege on the part of the Management since they have showed disrespect to the House by disobeying the instructions of the Government Order.

SRI M. S. KRISHNAN.—Even before the Minister's reply he has said 'my Minister has replied'. Probably, earlier to this discussion they must have talked together.

SRI ABDUL KHUDDUS ANWAR.—Because five pages reply was supplied at the time of question, I wanted to raise this half an hour discussion. The Minister has done everything except in the case of recruitment for the 26 inmates. 2700 people applied for the jobs out of which 150 were first class boys. My State people were not selected and 17 people of other States were selected. That is an anomaly which should be removed, and all those people who were left off should be immediately taken. Unless a committee is constituted by the Labour Department or the Industries Department, these people should not be entertained and those people who are making money out of those deals should be forthwith stopped. With this I thank the Chair.

MR DEPUTY SPEAKER.—Only the President of India or the Governer of the State can say "My Government and My State Even than," it was considered to be too much bureaucratic. Does the Hon'ble members mean that to be in the same way ?

SRI M S. KRISHNAN.—It is born out of affection. I want to say something before the Minister replies.

MR. DEPUTY SPEAKER.—"The member who has given notice may make a short statement and the Minister concerned shall reply briefly. Any member who has previously intimated to the Speaker, may be permitted to ask a question for the purpose of further elucidating any matter of fact". That is what Rule 49 says. How can I violate Rule 49? I shall allow after the reply.

SRI S. M. KRISHNA -Mr. Deputy Speaker Sir, the Hon'ble member representing Bhadravathi constituncy, has been repeatedly drawing the attention of the Government to various things that are happening in the steel plant. My satisfaction is that the steel plant has been growing from strength to strength : with the passing of ever year. It is bettering the record of the previous year. To that extent, all of us have got to be satisfied with the performance. Sir, the subject matter for discussion just now is about the representation that has to be provided for the Schedule Caste and Scheduled Tribe candidates in various recruitments that take place in the steel plant. I would like to convey to the Hon'ble Member that in all these Selection Committee one of the Officers belonging to the Schedule caste/Schedule tribe is being associated with out any exception. We have issued directions from time to time regarding the Constitutional requirements and instructed that adequate representation to the Scheduled Castes and scheduled Tribes will have to be safeguarded. In respect of Scheduled Castes/Scheduled Tribe candidates, the company has taken a decision and it has been practising this procedure to relax certain conditions.

For recruitment of Shift Engineers, the age-limit is 25; years with reference to the Scheduled Caste/Scheduled Tribe candidates we gave relaxation up to thirty years. The basic principle in our recruitment policy is that 18 percent representation must be maintained in various categories of jobs. If the Hon'ble Member points out certain lapses in this area, we certainly shall take action after looking into it. He referred th recruitment of Engineers which has made in 1975. The previous occasion where the recruitement was made was in 1971. In 1975 there were 30 vacancies of Shift Engineers ane six vacancies were reserved for Scheduled Caste Sheduled Tribe candidates The recruitment was made after conducting some sort of aptitude test and Indian Statistical Institute of Calcutta was entrusted with the Charge of holding preliminary tests. My Hon'ble friend has himself pointed out there were 2400 applications. To select 30 Engineers from out of about

3000 candidates who has applied is quite a difficult task and it is not possible to satisfy all shades of opinion, but cetertainly, every effort was made to see that the Scheduied Caste/Scheduled Tribe candidates got their due share in this recruitment.

And then the only other category of recruitment we made is with reference to the recruitment of Assistant Foreman. I don't think we have made any recruitment of Assistant Foremen in the last four or five years because the waiting list has not been fully exhausted and now, if there are any vacancies in the category of Assistant Foreman, I have already given instructions to them that they should strictly follow Government directions and Government Circulars. I am sure that the House - including Mr. Abdul Khuddus Anwar will appreciate that no Government servant shall flout this Government direction. That is a mandate to the officers and I might go a step further and say that if any officer were to be found not to be paying adequate attention to this or is not implementing these Government Circulars, then certainly Government will not be at silent on-looker.

We certainly take action against the officers. With reference to the Second Division clerks, First Division Clerks, typists cum-clerks and other menial jobs 18 percent rule has been strictly observed. My difficulty with my friend Sri Khuddus is that he provides me altogether a new set of figures which are not in conformity with the figures I got from my own officers.

SRI ABDUL KHUDDUS ANWAR.—You can take the statement made by the chairman of Committee on welfare of SC/ST of our Legislature. They have stated very clearly about this.

SRI S. M. KRISHNA.—Certainly there is no difference of opinion between you and me. If my officers have made a commitment before the Chairman of the Committee on Welfare of SC/ST that it is only 14 per cent, they have got to make this full and do everything possible in order to bring it to 18 percent I will certainly inform Mr. Khuddus Anwar about the progress we are making in the coming days in order to fulfil this constitutional obligation which rests on us. Now I have seen certain references which have been made by the Committee with regard to recruitments. Here, I must confess that while recruiting shift engineers, the recruitment angle has been to recruit the very best that appeared before the Committee. This is a debatable question. if we have got to make provision for backward class and other socially backward class and sectors, then I don't know whether a line can be drawn. This is the question which engages the serious

attention of the Government. Just now we have seen the report of the Backward Class Commission and the Government is studying the report.

Once the Government takes certain decisions about the representation of employment opportunities to be given to the Backward Class people, then certainly whatever decision Government will take will generally be applicable to various public sector undertakings which form part of the Government. Let me assure from my side that it will be my constant endeavour to see that sufficient representation will be provided for the Scheduled Caste and Scheduled Tribe people and if there are any lapses and if they are brought to my notice, I will see that they are taken care of and such lapses will not be repeated.

† SRI M. S. KRISHNAN.—I have got only two questions. One is that you were pleased to say and categorically assured that the 18 per cent reservation will be adhered to etc. Already reference has been made to the report where it is stated as 14 per cent. Now the point is, already some recruitments have taken place for several posts. Will you assure that till this 18 per cent is fulfilled, you will not recruit any other persons except SC/ST to fill up this 4 per cent gap. The second question is regarding the contract labour about which Hon'ble Member Sri Khuddus spoke just now. I would like to know what is the policy of the management with regard to this new rules of contract labour, as there are several complaints in regard to the policy pursued by the Mysore Iron and Steel Factory?

† SRI S. M, KRISHNA (Minister for Industries and Parliamentary Affairs).—In all such cases where we don't get sufficient number of candidates from Scheduled Caste and Scheduled tribes, the practice in this factory as is elsewhere is that the vacancy to be carried forward and we adjust the recruitment in the succeeding months and years and in cases where the vacancies have to be filled up, we will fill up the vacancies with the available candidates and in cases where we can manage without filling up such vacancies we wait for some time without affecting the efficiency and functioning of the unit and fill up only SC/ST candidates. But for certain posts, we can't wait till the SC/ST candidates are come forward. Because till such time, the posts cannot be kept vacant in the interest of the smooth functioning of the unit.

So far as contract labour is concerned, this is the evil which cannot be avoided in a huge unit like Mysore Iron and Steel Company. There are number of assignment jobs which we have to Contractors. With reference to the Contract Labour Act which has been recently

enacted, we will certainly examine the position and take certain decision which will be in conformity with the recommendations made, in the enactment.

SRI ABDUL KHUDDUS ANWAR —Why the Government is denying to constitute a Committee? out of 55 people who were very recently converted to monthly labour, only 14 people have been left out. Will those 14 people along with 45 will be taken back? Already 45 people have been regularised. They have said that in future labour department will constitute a Committee for this purpose. I have also given some suggestions so far as those things are concerned. I want to know why there is delay on the part of the Government to appoint this Committee? Already one year has passed.

SRI S. M. KRISHNA.—It is a matter of detail. I quite understand what the Hon'ble Members says In the light of the observations made by the Hon'ble Member we will certainly examine.

Message from the the Deputy Chairman L.C.

ANNOUNCEMENT

Mr. DEPUTY SPEAKER.—I have received a letter from the Deputy Chairman, Karnataka Legislative Council, as required by rule 106 of the Rules of Procedure and Conduct of Business which is as follows: I send herewith the Karnataka Entertainments Tax (Amendment) Bill, 1976 which has been agreed to by the Legislative Council on 14th April 1976 without amendments.

The House will now stand adjourned to meet tomorrow at 9 00 A M.

The House adjourned at Thirty Minutes past Six of the Clock to meet again at Nine of the Clock on Thursday the 15th April 1976

WD 4600—GPB—550—12-7-1976